

VACANCY ANNOUNCEMENT

VA Palo Alto Health Care System

THE DEPARTMENT OF VETERANS AFFAIRS IS AN EQUAL OPPORTUNITY EMPLOYER

All applicants receive consideration without regard to race, religion, color, national origin, non-disqualifying mental or physical disability, age (with authorized exceptions), sex, political affiliation, or any other non-merit factor.

Vacancy Annc No. 05-180(GC)		Opening Date 08/18/05	Closing Date 09/08/05	U.S. Citizenship Required <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (See notes below)
# Posns 2	Position Title Physical Therapist		PD Number 000000	Pay Plan, Series, Grade GS-633-11
Service Physical Medicine & Rehabilitation; Physical Therapy Section			Promotion Potential None	Salary Range \$65,227 - \$75,363 per annum
Duty Station Palo Alto, CA.			Tour of Duty Monday – Friday, 8:00a.m. – 4:30p.m. (with occasional weekend duty)	
Work Schedule <input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Intermittent <input type="checkbox"/> Part-time @ _____ hrs/wk		Subject to Bargaining Unit <input checked="" type="checkbox"/> Yes-Minimum posting: 15 work days <input type="checkbox"/> No-Minimum posting: 10 calendar days		Subject to Supervisory Probationary Period <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes (First-time supervisors subject to 1 year)
<input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Temporary NTE _____ <input type="checkbox"/> Term NTE _____		Subject to Drug Testing <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes (See notes below)		Physical or Medical Examination Required <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes (See notes below)
Travel and/or relocation expenses <input type="checkbox"/> may be authorized <input checked="" type="checkbox"/> are not authorized		Applicants currently serving under recruitment or relocation bonus service obligation must notify this office of the conditions of their agreement.		
		Relocation bonus <input type="checkbox"/> may be authorized <input checked="" type="checkbox"/> is not authorized	Recruitment bonus <input type="checkbox"/> may be authorized <input checked="" type="checkbox"/> is not authorized	
Area of Consideration - For information on application procedures, see section on 'HOW TO APPLY'				
<input checked="" type="checkbox"/> PUBLIC – Open to all interested and qualified candidates. NOTES: Position(s) is/are in the Excepted Service and will be filled under U.S.C. Title 38. U.S. citizenship is required. If applicable, noncitizens may be appointed when no qualified U.S. citizens are available in accordance with regulations issued by the Under Secretary for Health.				
Point of Contact - Inquiries should be directed to the following individual at (650) 858-3951. Gilbert R. Cataño, Human Resources Specialist				
REASONABLE ACCOMMODATION This office provides reasonable accommodations to applicants with disabilities. If you need reasonable accommodation for any part of the application and hiring process, please notify this office. The decision on granting reasonable accommodation will be on a case-by-case basis.				
THE DEPARTMENT OF VETERANS AFFAIRS SUPPORTS A DRUG-FREE ENVIRONMENT				

DUTIES: Incumbent is assigned as a Physical Therapist with Physical Medicine and Rehabilitation Service and will work in either the Spinal Cord Injury Unit or the Comprehensive Rehabilitation Center-Polytrauma Unit. The primary function of this position is to provide direct patient care for the Outpatient Clinic. The incumbent demonstrates advanced treatment competency that qualifies him/her to perform complex patient treatment procedures on a multidisciplinary team or on a specific service. Duties of this position include but are not limited to evaluating patients as appropriate for their age and diagnosis to determine current levels of functioning. Establishes goals and eventual discharge plans based on evaluation findings and planning with the treatment team, patient, family, and/or significant other. Develops and carries out physical therapy treatment to meet the individual rehabilitation objectives. Conducts treatment interventions one on one with individuals or group settings. Assesses the need for and the patient's ability to use adaptive equipment. If necessary, orders the appropriate equipment, issues it to patients, and trains them in the proper use of the device(s). Conducts home evaluations and visits as necessary. Provides patient and family education programs relating to each patient's functional strengths and weaknesses. Provides clinical training and supervision to physical therapy students. Assists other staff members in identifying needs and designing and implementing programs for assigned services as needed.

QUALIFICATION REQUIREMENTS: **EDUCATION:** A Baccalaureate degree in physical therapy or an equivalent certificate in physical therapy from an accredited college or university and completion of a physical therapy clinical practice program. Both the education and clinical practice program must have been approved by the Commission on Accreditation in Physical Therapy Education and have been completed at an accredited college or university. **FOREIGN GRADUATES:** Graduates of foreign physical therapy programs meet the education requirements if they have a full unrestricted and current license to practice physical therapy in a State, Territory or Commonwealth (e.g., Puerto Rico) of the United State, or in the District of Columbia.

LICENSURE: Current, full, active, and unrestricted license to practice physical therapy in a State, Territory or Commonwealth (i.e., Puerto Rico) of the United State, or in the District of Columbia.

EXPERIENCE REQUIREMENTS: One (1) year of experience equivalent to the next lower grade level that is directly related to the position to be filled and which demonstrates possession of the knowledge, skills, abilities, and other characteristics needed to provide physical therapy services in a therapeutic setting.

SUBSTITUTION OF EDUCATION FOR EXPERIENCE: Graduate education and graduate degrees may be substituted for experience only if they are from a college or university program recognized by the American Physical Therapy Association (APTA), or from an accredited college or university in a field related to physical therapy.

ENGLISH LANGUAGE PROFICIENCY: Individuals appointed to direct patient care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).

VOLUNTEER EXPERIENCE: Appropriate credit will be given for voluntary participation in community, social service, and similar activities.

BASIS OF RATING: Your rating will be based on the quality of your experience as shown in your application and elements. Listed below are the knowledge, skills and abilities considered essential for successful performance in this position. These elements will be used to determine the highly qualified candidates to be referred to the selecting official. Provide, on a separate sheet of paper, a DETAILED description of your experience as related to the knowledge, skills and abilities listed below. Incomplete, vague, or contradictory information may affect your rating.

1. **KNOWLEDGE** of current professional physical therapy practices.
2. **ABILITY** to provide physical therapy services to patients.
3. **SKILL** in interacting and collaborating with a variety of health professionals.
4. **ABILITY** to provide prevention and wellness services, including screening and health promotion.
5. **ABILITY** to consult, educate and engage in critical thinking.

ADDITIONAL NOTES:

- ◇ **Funds Availability:** The position being filled is subject to the availability of funds.
- ◇ **Additional Vacancies:** This announcement may be used to fill additional vacancies occurring within 90 days.
- ◇ **Update Of Qualifications:** VAPAHCS employees should ensure their official personnel folder (OPF) contains complete information about their qualifications for this position *by the closing date of this announcement*.
- ◇ **Promotion Potential:** If applicable, the candidate may be non-competitively promoted up to the full performance level without further competition provided they demonstrate satisfactory performance, meet applicable administrative requirements, and there is sufficient work at the higher grade level.
- ◇ **Time-In-Grade Requirement:** Candidates for advancement to General Schedule (GS) positions in the competitive service must have completed a minimum of 52 weeks at the next lower grade level (or equivalent) commensurate with the line of progression for this position.
- ◇ **TB Skin Screen Test:** All applicants selected for employment with the VAPAHCS will be required to meet TB screening requirements before being placed into this position.
- ◇ **Physical / Medical Standards:** If applicable, candidates will be required to pass a physical examination.
- ◇ **Drug Testing Position:** All applicants tentatively selected for VA employment in a testing designated position are subject to random drug screen (urinalysis) for illegal drug use prior to appointment. Applicants who refuse to be tested will be denied employment with the VA.
- ◇ **Direct Deposit / Electronic Funds Transfer:** It is a policy of the Department of Veterans Affairs to require new employees to receive Federal wage and salary payment through Direct Deposit/Electronic Funds Transfer. On the first day of duty, new employees must bring their Social Security Card/Number, photographic identification card, and information regarding their financial institution.

HOW TO APPLY: All applicants must submit:

1. **VA Form 5-2850c** - Application for Associated Health Occupations **and** a Résumé.
2. **OF-306** - Declaration of Federal Employment. You must complete this form to determine your acceptability for Federal employment.
3. **DD-214** – Certificate of Military Discharge. Veterans claiming veterans' preference and those eligible for employment under veterans hiring authorities must submit a copy indicating type of discharge and dates of active duty.
4. **SF-15** - Application for 10-Point Veteran Preference. If you are applying for 10-point veterans' preference, you must submit this form **and** the required documentation specified on the reverse of the SF-15.
5. **SF-50B** - Notification of Personnel Action. Transfer/Reinstatement Eligibles must submit a copy of their latest/last SF-50B.
6. **ACTAP** - If you are currently a Department of Veterans Affairs employee who has received a Reduction-in-Force (RIF) separation notice or a Certificate of Expected Separation, you may be entitled to special priority selection under the Department of Veterans Affairs Agency Career Transition Assistance Program (ACTAP). To receive this priority consideration, you must:
 - a. Be a current Department of Veterans Affairs career or career-conditional (tenure group I or II) competitive service employee who has received a RIF separation notice or a Certificate of Expected Separation (CES), and the date of the RIF separation

has not passed and you are still on the rolls of the Department of Veterans Affairs. You must submit a copy of the RIF separation notice or CES along with your application upon request.

- b. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have greater promotion potential than the position from which you are being separated.
 - c. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
 - d. Be currently employed by the Department of Veterans Affairs in the same commuting area of the position for which you are requesting priority consideration.
 - e. File your application by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
 - f. Be rated well-qualified for the position. ACTAP candidates who attain a score of 90 for the rating criteria developed for the position (e.g., KSAOs, job elements, etc.) will be considered well-qualified.
7. **ICTAP** - If you are a displaced Federal employee, you may be entitled to receive special priority selection under the Interagency Career Transition Assistance Program (ICTAP). To receive this priority consideration, you must:
- a. Be a displaced Federal employee. The following categories of candidates are considered displaced employees. You must submit a copy of the appropriate documentation such as RIF separation letter, letter from OPM or agency documenting your priority consideration status with your application package.
 - b. Be a current or former career or career-conditional (tenure group I or II) competitive service employee who:
 - 1) Received a RIF separation notice; or
 - 2) Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place you; or
 - 3) Retired with a disability and whose disability annuity has been, or is being, terminated; or
 - 4) Upon receipt of a RIF separation notice, retired on the effective date of the RIF and submits a copy of your SF-50B which indicates "Retirement in Lieu of RIF"; or
 - 5) Retired under the Discontinued Service Retirement (DSR) option; or
 - 6) Was separated because you declined a transfer of function or directed reassignment to another commuting area.
 - c. Be a former Military Reserve or National Guard Technician who is receiving special Office of Personnel Management (OPM) disability retirement annuity under section 8337(h) or 8456 of the Title 5, United States Code.
 - d. Be applying for a position at or below the grade level of the position from which you have been separated.
 - e. Has a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement.)
 - f. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
 - g. File your application package by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
 - h. Be rated well-qualified for the position. To be rated well-qualified for the position, you must:
 - 1) meet the qualification standard and eligibility requirements for the position, including any medical qualifications and minimum educational and experience requirements;
 - 2) meet all selective factors, where applicable, and appropriate quality ranking factor levels, as well as knowledge, skills and abilities (KSAs) factor(s) for this position. Well-qualified candidates are those who attain 90 of the total points possible for the rating criteria developed for the position (e.g., KSAOs, job elements, etc.); and
 - 3) be physically qualified, with reasonable accommodation, where appropriate, to perform the essential duties of the position.
8. **Substitution of Education for Experience/Education Requirements** - If substituting education for experience or education is a requirement for this position, copies of college transcripts **must** be submitted.
9. **Schedule A applicants** - Letter from the State of California Department of Rehabilitation or from a qualified VA Counselor certifying eligibility for appointment to this position.
10. **Performance Appraisal** - Current/Former Federal employees must submit a copy of their most recent performance appraisal.
11. **Rating Factors** - On a separate attachment(s), describe your work experience/education as it relates to each of the factors listed under BASIS OF RATING above.

To receive consideration, all application materials must be postmarked or received in this office by the closing date. Any information not submitted with your original application will not be considered. Failure to submit the requested material and response to the rating factors may result in a lower rating in the evaluation process.

All application materials will become the property of the Human Resources Management Service and will not be returned, used for other positions, or duplicated once submitted.

In accordance with 18 U.S.C. 1719, use of postage-paid government agency envelopes to file job applications is a violation of Federal law and regulation. Applications mailed in postage-paid government envelopes, sent by Federal agency special courier services or submitted through Federal fax machines will not be considered.

APPLICATIONS SHOULD BE MAILED TO:

**Human Resources Management Service (05A)
VA Palo Alto Health Care System
3801 Miranda Avenue
Palo Alto, CA 94304**